



American Neurogastroenterology  
and Motility Society

**Career Coaching  
Program**

in

**Neurogastroenterology  
and Motility**

The American Neurogastroenterology and Motility Society (ANMS) Membership, Mentoring, Diversity and Inclusion Committee (MMDI) offers a Career Coaching Program in Neurogastroenterology and Motility to help early-stage clinicians and scientists (MDs, DOs, PhDs, PsyDs, APPs, RDs or DVMs) support their research careers. Areas of interest can be tailored to include clinical, basic science or translational science research. The objective of the program is to provide guidance to early-stage scientists with interest in the field of Neurogastroenterology and Motility and functional GI disorders. For young scientists, a valuable mentor may have a tremendous impact on an individual's career and future success. Any trainee and early career members of ANMS who seek outside mentorship are encouraged to apply for a mentee position.

### **Description of ANMS Mentoring Program**

Mentees who wish to have a research mentor outside of their own institution may apply. Merited investigators with both research and mentoring experience are similarly encouraged to apply or may be requested to participate by an ANMS Council member.

The application process is simple and available on the ANMS website.

The ANMS MMDI Committee will review the applications and assign appropriate coach-mentee pair to the extent possible based on research experience and interests. The coach will be provided with the mentee's application and relevant information.

If possible, the coach will be introduced to the mentee at one of the annual national meetings (e.g., ANMS, ACG, AGA, DDW, NASPGHAN) by member of the ANMS MMDI Committee.

The coach will help provide mentees with regular suggestions, guidance, and assistance on their research careers. This can be performed through virtual meetings, by e-mail, telephone calls, and in-person meetings, if local. We suggest that the coach-mentees have a virtual meeting at least every two months, in addition to one in-person meeting at an annual conference if possible. A progress report, prepared by the mentee and signed by the mentor, should be submitted after 6 months to ensure progress and gather feedback.

A **minimum one-year commitment** is requested by the coach-mentee pair. An evaluation form must be submitted at the end of the year (or end of the mentoring period if extended).

The ANMS MMDI Committee will use these forms to track success of the match and help improve the program.

## **Mentees**

The mentee form is for interested individuals who wish to have a coach. The mentee could be a resident, clinical fellow, young clinician, postdoctoral student or scientist (MDs, DOs, PhDs, PsyDs, APPs, RDs or DVMS) in the fields of clinical and basic science related to neurogastroenterology and motility and functional GI disorders. The mentee must be a member of ANMS. Non-ANMS members must complete the ANMS membership application form online at [www.motilitysociety.org](http://www.motilitysociety.org).

## **Criteria for mentees**

1. Seeking an academic career in Neurogastroenterology and Motility and functional GI disorders
2. Less than five years out of postgraduate training
3. Able to have virtual meetings with mentor once every two months.
4. Willing to complete a brief mid-way progress report and a final evaluation form.

## **Coaches**

The ANMS council believes it is essential to our field that established investigators help young scientists and clinicians advance their careers. We encourage experienced ANMS members to participate as coaches. The coach will help an individual who is beginning a career in Neurogastroenterology and Motility and brain-gut axis disorders. The coach should have sufficient experience in Neurogastroenterology and Motility and functional GI disorders research. The coach may assist with specific guidance on research focus, ideas and grant applications as well as general career advice. The coach must be a member of ANMS.

## **Criteria for coaches**

1. Able to have a phone conversation or virtual meeting with mentee once every two months
2. Active researcher - defined as at least an average of one publication a year for the last five years
3. Worked within their field for at least five years
4. Willing to complete a final evaluation form

## **Application to ANMS Mentoring Program**

The application forms are on the ANMS web site at <https://motilitysociety.org>. Under **Training** in the top banner of the home page, with links to the Coach Form and the Mentee Form, Guidelines and Description. Complete and submit these forms electronically to ANMS. In addition, e-mail a biographical sketch or a curriculum vitae to [admin@motilitysociety.org](mailto:admin@motilitysociety.org) at the time of your online submission of the Coach or Mentee Form. The ANMS MMDI Committee will make recommendations for a matching pairing of coach and mentee but cannot guarantee that a mentor will be available.

### **ANMS MMDI Committee Members:**

Katja Karrento, Chair  
Elyse Thakur

### **Coaches Available**

Adil Bhaurcha

Nitin Ahuja

Brian Gulbransen

Prakash Gyawali

David Levinthal

John Pandolfino

Eamonn Quigley

Rachel Rosen

Greg Sayuk

Andrea Shin

G. Nicholas Verne

### **Women's Career Coaches**

Linda Nguyen, Stanford University

Katja Karrento, Medical College of Wisconsin

Baha Moshiree, Atrium Health

Beverly Greenwood van Meerveld, University of Oklahoma

Shanthi Srinivasan, Emory University School of Medicine

Miranda van Tilburg, Cape Fear Valley Medical Center

Hayat Mousa, Children's Hospital of Philadelphia

Kara Margolis, New York University

Rachel Rosen, Boston Children's

Kirsteen Browning

Elyse Thakur

### **For further information, contact:**

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# Guidelines for the Career Coaching Program

## General considerations

Successful mentoring involves a dynamic process whereby each participant learns to respect and trust the partner's commitment, expertise, and individuality. A firm commitment to the mentoring process and a willingness to invest time and energy are the most important components for a successful relationship.

Mentoring is in many ways an individual process based on experience, personality and professional development. It is often wise to consider establishing a discrete time period as a trial basis for you and your coach. Setting short and long-term goals according to a specific time frame will maximize success and help minimize any misunderstandings.

## Suggestions to the Mentees

Be considerate of your coach's time. Coaches are by definition experienced and established researchers. This means that demands on their time are numerous. However, they have chosen to participate in this program and to be your mentor. You can expect quality time from them, but, in return, you need to be considerate of their time. Return phone calls and e-mails promptly and be considerate of fluctuating time constraints. There may be times when your coach has more or less time to commit to you depending on grant deadlines etc. It is suggested to set aside specific days every two months that work for both of your schedules.

Listen to what your coach has to say. Coaches, having been there, know what you are facing at most points in your career. Consider all the advice your coach offers. Show appreciation for the time and assistance given to you by your coach. Let them know how their advice worked in your situation. Constructive feedback will help your coach guide you more effectively.

Make only positive or neutral comments about your coach to others. Be mindful of your coach sharing research ideas with you. If, after a period of time, you don't believe that either you or your coach can form an effective mentorship relationship, consider discussing this with your coach and ending the relationship. If this occurs, the ANMS

Membership & Mentoring Committee will assist in placing you in a relationship with a different coach. If the relationship does end, make every effort to end it on professional terms.

## **Guidelines for Interaction**

1. Copies of the respective curriculum vitae or biographical sketch will be given when the assignments are made
2. Both mentor and mentee should share their short and long-term goals with each other
3. Regular email is recommended as primary mode of communication
4. Mentee is required to arrange virtual meetings at least every two months for the first year
5. Decide on a possible in-person meeting at an annual conference, - coach should attempt to introduce their mentee to other scientists in the field such as during the poster session and events
6. Prepare for time constraints and potential pitfalls by scheduling meetings early
7. Both coach and mentee should consider their goals of participating in this program
8. Be open to communicate with the MMDI Committee to find another coach/mentee in case the relationship is not beneficial
9. Mentee should avoid overdependence on coach and allow for multiple, diverse mentors in your career
10. Both mentee and mentor should ensure the relationship serves its purpose, otherwise consider parting on amicable terms.

## **References**

- Zimmermann, Ellen M. "How to foster academic promotion and career advancement of women in gastroenterology." *Gastroenterology* 2019;157: 598-601.
- Sanfey, Hilary, Celeste Hollands, and Nancy L. Gantt. "Strategies for building an effective mentoring relationship." *The American Journal of Surgery* 2013; 206: 714-718.
- Detsky AS, Baerlocher MO. "Academic Mentoring—How to Give It and How to Get It." *JAMA*. 2007;297:2134-2136.